

Minutes of the
APPRENTICESHIP ADVISORY COUNCIL
Advisory to DWD, Bureau of Apprenticeship Standards
and
Wisconsin Technical College System Board

Crowne Plaza Hotel
4402 E. Washington Avenue
Madison, WI

November 30, 2006

MEMBERS PRESENT

Wayne Belanger	James Moore
Mike Bolton	James Nowak
Earl Buford	Robert Riberich
Gert Grohmann	Susan Scaffidi
Terry Hayden	Tom Schoenberger
Henry Hurt	Ron Splan
Mike Lewin	Ronald Steiner
Marcie Marquardt	Clay Tschillard
John Metcalf	Marge Wood

MEMBERS EXCUSED

Julie Brolin
David Newby

MEMBERS ABSENT

Margaret Ellibee

CONSULTANTS AND GUESTS

Mary Harrington	USDOL-OA	Madison
Ken Moore	DWD-DWS-Bur App Standards	Madison
Karen Morgan	DWD-DWS-Bur App Standards	Madison
Steve Roberts	DWD-DWS-Bur App Standards	Madison
Mert Summers	NWRCC	

Terry Hayden, Council Co-Chair, called the meeting to order in conformance with the Wisconsin Open Meeting Law at 10:05 a.m.

Sign-in sheets were circulated to record those in attendance. All present introduced themselves.

Minutes of the August 22, 2006 Council meeting were approved with two typographical corrections. (NOTE: Official minutes have also been corrected.)

Sub-Committee Reports.

Educational Linkages: Bob Riberich presented the report. The sub-committee met three times since the last Council meeting. The sub-committee is working on three major items:

- Apprenticeship in the 21st Century-The sub-committee sorted the results of the brainstorming session into the categories matching the Council Vision included as part of the Strategic Plan. The results were in Attachment #2 with the Council Meeting Agenda.
- Presentation to the Local Technical College System Boards-Two presentations were made. Bob and Karen addressed the Wisconsin Technical System Board's Association on October 20. The presentation was well received. Karen made a presentation to the Gateway Board on September 21, 2007. The Board was very interested in apprenticeship and the presentation was well received.

The plan now is to send a letter to each of the Technical Colleges indicating that the Council would like to make a presentation to the local board.

- The sub-committee will quickly review the Power Point at the Council meeting.

The draft letter from Point 2 was reviewed and approved by unanimous voice vote by the Council.

The Council Vision and sort of the brainstorming ideas was also reviewed. Marge pointed out that the points are heavily grouped under "Status", "Highly Trained", and "Sponsorship Highly Used". She wanted to know where the Council should concentrate its attention. The Council Vision was not considered during the brainstorming session, rather the focus was "What should apprenticeship look like in the 21st Century". Discussion was held on whether the Vision should be revised. It was decided the Vision is fine, but more work should be done on the weak areas. The Council needs to look critically at the results now that the sort has been made. Karen recommended that maybe one person from each of the other sub-committees needed to be on the Educational Linkages Sub-Committee. The Council agreed. Marge also recommended that the sub-committee look at the wording of the Advisory Committee on Apprenticeship (ACA) Defining Principles of 21st Century Apprenticeship. Karen stated that would be done.

Equal Access: Wayne Belanger presented the report. A copy was mailed with the Council meeting notice as Attachment 3. The final Focus Group Report was received back from DWD Secretary Gassman this morning. Copies were distributed. Now that the Secretary's Office has reviewed the Report, it will be placed on the BAS web page. There will also be a session on the Report at the 23rd Biennial Apprenticeship Conference. Karen commented that some things can be done within current resources, others will require additional funding. Wayne stated the sub-committee will look at are updating Transition to Trainer and the Technical Assistance Guide with diversity information.

Informational: Marcie Marquardt presented the report. The sub-committee met twice since the last Council meeting. Major work has been done on the Apprenticeship Manual

rewrite since then. A summary of the changes was enclosed at Attachment 4 to the Council meeting notice.

Chapter 1: Clarifying language was added for the Skilled Wage Rate section; new sections were added for Apprentice Unassignments and Completions.

Chapter 2: Incorporates the "Model"; clarifies the DWD policy on Family Owned Business; adds a new section concerning Home Schooling for Apprentice Applicants.

After extensive discussion, the Council decided to send the revisions back to the sub-committee for continued work and possible revision of the portion on Family Owned Businesses. A motion was also made, seconded and approved to explore possible revision of 295-10 to include partners and in-laws.

The final item from the sub-committee was the revision of 295-20 on the appeals process. When BAS requested a revision to 295-20, the Department revised the language of the entire rule. Some members of the sub-committee objected to the changes outside of 295.20 because those changes had never been discussed or agreed to by the sub-committee. DWD has now provided a revision that covers only 295.20. Karen asked the Council if they would endorse only the changes to 295.20 or endorse changing the entire rule which would delay the implementation of the changes to 295.20. After some discussion a motion was made, seconded and received unanimous approval to change only 295.20 at this time.

Marketing: Wayne Belanger presented the sub-committee report. The sub-committee met two times since the last Council meeting. They updated the PowerPoint presentation based on the recommendations of the Council. Karen distributed paper copies of the presentation and then presented the actual PowerPoint presentation. Some typos were found. The third point on the first slide on Page 12 did not make sense to many members. The Council recommended that that point needs to be explained better. They also recommended that it refer to "skilled workers" rather than "supply and demand".

23rd Biennial Apprenticeship Conference. Karen distributed three handouts:

1st Mailing-The folded card is being mailed today.

2nd Mailing (draft)-"Preparing to Teach Transition to Trainer" will be added to Sunday. The Council reviewed the draft agenda. The Governor has been invited. There are 200 rooms reserved at the Marriott Madison West. Also, for the first time we are announcing the winners for the Awards Luncheon and the Hall of Fame Banquet before the actual conference.

Draft of Workshops-BAS will try to bring "Financial Tools for the Trades" to Wisconsin if there is enough interest. Creating a Positive Work Culture will be presented by an Oregon apprenticeship representative. There will be a workshop that highlights the Oregon, Wi. High school "From High School to an Apprenticeship Program". The Focus Group Report will have a workshop. Canadian cost benefit analysis will be presented. The veterans' workshop will be presented by the USDVA Education Liaison Representative, John Johnson, and

Dan Schmidt, State Director of USDOL's Veterans Employment and Training Services Bureau.

Discussion was held on the agenda, presenters and workshop titles. "Cracker Barrels" are interactive small groups. The Council recommended the name be changed. Karen also stated sponsorship letters/requests will be mailed next week.

Election of Employer Co-Chair. Only one nomination was made. Bob Riberich was then elected by unanimous vote.

WTCS Update. Marge Wood presented the update. She distributed two handouts. The first was a November 2006 draft for discussion on the WTCS Technical Studies – Journeyworker AAS Degree. Discussion included the possibility of making Job Books mandatory. This would make it easier to document the on-the-job learning.

The second was a draft 2004-05 Apprenticeship Completer Report. The Council discussed the report and recommended some changes. The Council felt "Employment Status" was much better than using "normal" TC standards. They recommended changing "occupation" to "industry" for "When did you start working in your present trade."

Both documents were good starting points.

Office of Apprenticeship Update. Mary Harrington presented the update. USDOL is operating under a continuing resolution until March 1, 2007 or until a final budget is passed by Congress. The national office has approved a heavy truck driver apprenticeship program for Roehl Transport, Inc. with headquarters in Marshfield, Wi. The program was initially developed for veterans benefits. It is a federal apprenticeship program because there are training centers in three states (Wisconsin, Indiana and Georgia) and OJT in 34 different states.

Statistics. Ken Moore distributed statistics for November 1, 2007. There has finally been an increase in Construction apprenticeship and a significant increase in minority participation in Construction. Overall, there was only a .8% decrease from last year with an increase of 9.3% in minority participation state-wide.

Old Business. None.

Ron Steiner made farewell remarks on his retirement from the Council. He thanked everyone for their support during his time on the Council.

New Business. Karen distributed copies of a USDOL Training and Employment Notice on Vision for 21st Century Apprenticeship. She explained how it fits with other USDOL programs. She will add it to the agenda for the next Council meeting to see if the Council wants to work more closely with other programs in the future. Henry Hurt had questions on BAS tracking of apprentices, active status, etc. After some discussion, the Council requested more information on the Bureau's release of information.

Karen also distributed a copy of the current membership of the standing sub-committees which had also been an attachment to the meeting notice.

The next Council meeting will be on March 29, 2007, location to be determined.

Terry Hayden adjourned the meeting at 2:32 p.m.

Respectfully submitted by

Ken Moore, Recorder